

January 12, 2018



VIA FEDERAL EXPRESS

The Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707

Office of the Mayor, Appleton, WI
Timothy Hanna, Mayor
100 N. Appleton Street
Appleton, WI 54911

Re: **Notice of Facility Closing**

To Whom It May Concern:

This letter is to inform you, pursuant to any obligation that may be required under applicable federal and/or state law, that Jackson National Life Insurance Company and National Planning Holdings, Inc. (together, the "Company") will close the facility located at 5555 W. Grande Market Drive, Appleton, WI 54913 (the "Facility").

The letter supplements and is in addition to the Company's previous letters regarding this action dated August 30, 2017 and December 14, 2017 (the "Prior Notices"). In addition to the layoffs identified in the Prior Notices, the Company also now anticipates that thirty (30) additional employees will be separated effective March 16, 2018. A listing of the additional affected positions is attached hereto as "Exhibit A," which supplements and is in addition to the lists provided with the Prior Notices.

This action is expected to be permanent. Because the Company does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

Affected employees will be paid all wages and other benefits to which they are entitled (if any) through the remainder of their employment with the Company, up until their date of termination. On or before the effective date of each employee's termination, the Company will provide information concerning benefits available under separate cover to eligible affected employees.

Attached hereto as "Exhibit A" is a list of the thirty (30) affected positions at the Facility. No applicable positions are represented by any collective bargaining representative. All affected employees are being notified of their employment terminations at least sixty (60) days before their terminations are scheduled to occur.

This notice is given based upon the best information available to the Company at this time. For further information, please contact Tom Janda, VP Rewards, Jackson National Life Insurance Company at (517) 367-3945 or tom.janda@jackson.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Romine". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Scott Romine
NPH President and CEO

Enclosure (Exhibit A)

EXHIBIT A

List of Affected Positions and Number of Affected Employees in Each Job Classification

<u>Affected Position</u>	<u>Number of Affected Employees</u>
Account Maintenance Associate	2
Account Maintenance Rep	1
Branch Examiner	1
Commissions Processor	1
Commissions Support Svc Assoc	2
Compliance Analyst	2
New Account Services Associate	1
New Account Services Rep	2
Sales Super Home Off Principal	6
Sales Supervision Coordinator	1
Sr Advertising Analyst	2
Sr Commissions Processor	2
Sr Registration Associate	1
Sr Sales Super Home Off Prepl	2
Systems Reporting Analyst	1
Workflow Specialist	3

